

## **Industrias Peñoles, S.A.B. de C.V.**

Limited assurance report for  
selected sustainability information  
included in the 2025  
Sustainability Report for the year  
ended December 31, 2025.



## **Independent Practitioner's Limited Assurance Report for selected sustainability information of Industrias Peñoles, S.A.B. de C.V.**

### **Information subject to the assurance engagement**

We have been engaged by the Management of Industrias Peñoles, S.A.B. de C.V. ("Industrias Peñoles" or the "Entity") to perform a limited assurance engagement on selected sustainability information included in the 2025 Sustainability Report for the year ended December 31, 2025.

Our work was performed by an independent and multidisciplinary team including assurance practitioners and sustainability specialists.

Our limited assurance engagement was performed solely in respect of the selected sustainability information included in Appendix A. Our assurance report does not extend to information from previous periods or other information included in the 2025 Sustainability Report, including other information related to such report that may contain images, audio or videos.

### **Criteria used for the preparation of the information subject to the assurance engagement ("Criteria")**

The selected sustainability information, included in Appendix A, has been prepared and presented by the Management of Industrias Peñoles in accordance with the guidelines of Global Reporting Initiative ("GRI") and Sustainability Accounting Standards Board ("SASB").

### **Industrias Peñoles responsibility in relation to the selected sustainability information**

The Management of Industrias Peñoles is responsible for the preparation of the selected sustainability information in accordance with GRI and SASB. This responsibility includes the design, implementation, and execution of internal controls over the relevant information for the preparation of the selected information that is free from material misstatement, whether due to fraud or error.

### **Inherent limitations to the assurance engagement**

The selected sustainability information is subject to inherent uncertainty due to the use of non-financial information which is subject to greater inherent limitations than financial information, given the nature of the methods used to determine, calculate, sample or estimate such information. In preparing the selected information, the Entity makes qualitative interpretations about the relevance, materiality and accuracy of the information that are subject to assumptions and judgments.



## **Our independence and quality control**

We have complied with the independence and ethical requirements of the Code of Ethics for Public Accountants issued by the International Ethics Standard Board for Accountants (“IESBA”), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our Firm applies the International Standard on Quality Management 1 (“ISQM 1”) and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

## **Our responsibility**

Our responsibility is to express a limited assurance conclusion on selected sustainability information for the year ended December 31, 2025, based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), assurance engagements other than audits or reviews of historical financial information (“ISAE 3000”) issued by the International Auditing and Assurance Standards Board (“IAASB”). This standard requires the planning and performance of this engagement to obtain limited assurance about whether the selected sustainability information is free from material misstatement.

A limited assurance engagement undertaken in accordance with ISAE 3000 implies assessing the suitability in the circumstances of Industrias Peñoles use of methodologies in accordance with GRI and SASB as the basis for the preparation of the selected sustainability information, assessing the risks of material misstatement of the selected sustainability information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the selected sustainability information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluation of the appropriateness of quantification methods, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above, we:

- Performed inquiries through which we obtained an understanding of the Entity’s internal policies related to the selected sustainability information.
- Performed inquiries through which we obtained an understanding of Industrias Peñoles control environment and information systems relevant to the preparation of selected sustainability information; but did not evaluate the design of particular control activities, obtain evidence about their implementation or test operating effectiveness.
- Evaluated whether Industrias Peñoles methods for developing estimates are appropriate and had been consistently applied in the preparation of the selected sustainability information.
- Performed substantive tests on the selected sustainability information referred in this report to corroborate that the data has been adequately measured, recorded, compiled, and reported through:
  - Inspection;
  - Observation;
  - Confirmation;
  - Re-calculations.



- Comparison of the contents presented by the Management with what is established in the Criteria section of this report.

The procedures performed in a limited assurance engagement vary in nature and opportunity, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement. Accordingly, we do not express a reasonable assurance opinion about whether Industrias Peñoles selected sustainability information has been prepared, in all material respects, in accordance with the guidelines provided by GRI and SASB.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

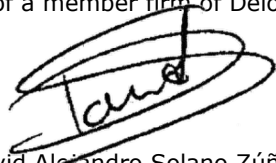
### **Limited assurance conclusion**

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the selected sustainability information for the year ended December 31, 2025, was not prepared in all material aspects, in accordance with the Criteria section of this report.

### **Restriction on use and distribution of the report**

Our report is intended solely for the Management of Industrias Peñoles, S.A.B. de C.V., in accordance with the terms of our engagement letter and should not be used for any other purpose or distributed to any other party.

Galaz, Yamazaki, Ruiz Urquiza, S.C.  
Affiliated of a member firm of Deloitte Touche Tohmatsu Limited



C.P.C. David Alejandro Solano Zúñiga  
Mexico City, Mexico  
May 11, 2026



The GRI and SASB indicators subject to limited assurance defined by the Industrias Peñoles Administration for the period ended December 31, 2025, are detailed below.

GRI Indicators	Metrics
<p>2-7 Employees</p> <p>*Only operations in Mexico, Chile and Peru are considered, without considering Bal Holdings Inc. nor Quirey du Brasil.</p>	<p>Peñoles:</p> <ul style="list-style-type: none"> <li>• <b>1,090</b> employed women and <b>7,334</b> men (unionized and non-unionized)</li> <li>• <b>8,424</b> total employees (unionized and non-unionized)</li> </ul> <p>Fresnillo:</p> <ul style="list-style-type: none"> <li>• <b>1,057</b> employed women and <b>6,121</b> men (unionized and non-unionized)</li> <li>• <b>7,178</b> total employees (unionized and non-unionized)</li> </ul> <p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>• <b>2,147</b> employed women and <b>13,455</b> men (unionized and non-unionized)</li> <li>• <b>15,602</b> total employees (union and non-unionized)</li> </ul>
<p>2-8 Workers who are not employees</p> <p>*The scope of the review was limited to Fresnillo PLC contractors only.</p>	<p>Fresnillo:</p> <ul style="list-style-type: none"> <li>• <b>1,250</b> women and <b>9,846</b> men contractors</li> <li>• <b>11,096</b> total contractors</li> </ul>
<p>2-30 Collective bargaining agreements</p> <p>*Only operations in Mexico, Chile and Peru are considered, without considering Bal Holdings Inc. nor Quirey du Brasil.</p>	<p>Peñoles:</p> <ul style="list-style-type: none"> <li>• Unionized employees of <b>62.97%</b> (<b>5,305</b> unionized employees / <b>8,424</b> total unionized and non-unionized employees)</li> </ul> <p>Fresnillo:</p> <ul style="list-style-type: none"> <li>• Unionized employees of <b>77.03%</b> (<b>5,529</b> unionized employees / <b>7,178</b> total unionized and non-unionized employees)</li> </ul> <p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>• Unionized employees of <b>69.44%</b> (<b>10,834</b> unionized employees / <b>15,602</b> total unionized and non-unionized employees)</li> </ul>
<p>201-1 Direct economic value generated and distributed</p> <p>*The retained economic value corresponds to the direct economic value generated minus the distributed economic value. **The scope of the review included the entirety of Industrias Peñoles.</p>	<ul style="list-style-type: none"> <li>• Direct economic value generated (revenues) of <b>\$8,786,806</b> thousand US dollars</li> <li>• Economic value distributed (expenditures) of <b>\$6,405,420</b> thousand US dollars</li> <li>• Economic retained value of <b>\$2,381,386</b> thousand US dollars*</li> </ul>
<p>202-1 Ratios of standard entry level wage by gender compared to local minimum wage.</p>	<p>Peñoles:</p> <ul style="list-style-type: none"> <li>• Ratio of <b>1.92</b> (using \$16,300 as entry level wage / minimum wage of \$8,475.52)</li> </ul>



GRI Indicators	Metrics
<p>*Only operations in Mexico are considered, excluding Chile, Peru Bal Holdings Inc. and Quirey du Brasil.</p> <p>**Only non-union employees are considered.</p>	<p>Fresnillo:</p> <ul style="list-style-type: none"> <li>Ratio of <b>2.00</b> (using \$16,965 as entry level wage / minimum wage of \$8,475.52)</li> </ul> <p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>Ratio of <b>1.92</b> (using \$16,300 as entry level wage / minimum wage of \$8,475.52)</li> </ul>
<p>204-1 Proportion of spending on local suppliers</p> <p>*The scope of the review included the entirety of Industrias Peñoles.</p>	<ul style="list-style-type: none"> <li><b>57.45%</b> payments to local suppliers</li> </ul>
<p>205-3 Confirmed incidents of corruption and actions taken</p> <p>*The scope of the review included the entirety of Industrias Peñoles.</p>	<p>Total number and nature of confirmed incidents of corruption:</p> <ul style="list-style-type: none"> <li>Complaints related to benefits, bad practices or unethical dealing with suppliers: <b>3</b></li> <li>Complaints related to conflict of interest: <b>6</b></li> <li>Fraud-related complaints: <b>3</b></li> <li>Reports related to theft or destruction of assets: <b>6</b></li> </ul> <p>Total number of confirmed incidents in which employees were dismissed or disciplined for corruption: <b>9</b></p> <p>Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption: <b>0</b></p> <p>Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of those cases: <b>0</b></p>
<p>302-1 Energy consumption within the organization</p>	<p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li><b>15,038,448.25</b> GJ of fuel consumption from non-renewable sources, distributed as follows: <ul style="list-style-type: none"> <li>5,731,763 GJ of diesel consumption</li> <li>98,558 GJ of gasoline consumption</li> <li>7,965,931 GJ of natural gas consumption</li> <li>79,736 GJ of LP gas consumption</li> <li>0.25 GJ of acetylene consumption</li> <li>17,369 GJ of petroleum coke consumption</li> <li>1,093,162 GJ of metallurgical coke consumption</li> <li>4,311 GJ grease consumption</li> <li>1,854 GJ of firewood consumption</li> <li>45,764 GJ of lubricant consumption</li> </ul> </li> <li><b>10,726,044</b> GJ of electricity consumption</li> </ul> <p>Total Energy Consumption: <b>25,764,492.25</b> GJ</p>



GRI Indicators	Metrics
<p>303-3 Water withdrawal</p> <p>*Industrias Peñoles considers the categories of "extremely high" and "arid and with low water use" water stress zones established by the World Resources Institute's Aqueduct tool.</p>	<p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>• Total water withdrawal of <b>46,023.53</b> ML, distributed as follows: <ul style="list-style-type: none"> <li>○ <b>143.83</b> ML of surface water</li> <li>○ <b>39,151.72</b> ML of groundwater</li> <li>○ <b>6,727.98</b> ML of third-party water</li> </ul> </li> <li>• Total water withdrawal from water stress areas of <b>44,206.46</b> ML, distributed as follows: <ul style="list-style-type: none"> <li>○ <b>37,478.48</b> ML of groundwater</li> <li>○ <b>6,727.98</b> ML of third-party water</li> </ul> </li> <li>• Freshwater withdrawal from surface water of <b>143.83</b> ML</li> <li>• Freshwater withdrawal from groundwater of <b>34,117.55</b> ML</li> <li>• Freshwater withdrawal from third-party water of <b>433.23</b> ML</li> <li>• Other water withdrawal from groundwater of <b>5,034.17</b> ML</li> <li>• Other water withdrawal from third-party water of <b>6,294.75</b> ML</li> </ul>
<p>303-4 Water discharge</p> <p>*Industrias Peñoles considers the categories of "extremely high" and "arid and with low water use" water stress zones established by the World Resources Institute's Aqueduct tool.</p>	<p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>• Total water discharge of <b>20,271.12</b> ML, distributed as follows: <ul style="list-style-type: none"> <li>○ <b>20,250.84</b> ML to surface water</li> <li>○ <b>20.28</b> ML to third-party water</li> </ul> </li> <li>• Discharge of <b>20,271.12</b> ML of fresh water</li> <li>• Total water discharge to water stress areas of <b>20,271.12</b> ML <ul style="list-style-type: none"> <li>○ <b>20,271.12</b> ML of freshwater</li> </ul> </li> </ul>
<p>303-5 Water consumption</p> <p>*Industrias Peñoles considers the categories of "extremely high" and "arid and with low water use" water stress zones established by the World Resources Institute's Aqueduct tool.</p>	<p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>• Total water consumption of <b>25,752.42</b> ML</li> <li>• Total water consumption from areas with water stress of <b>23,935.34</b> ML</li> </ul>
<p>305-1 Direct (Scope 1) GHG emissions</p>	<p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>• <b>1,177,895</b> tCO<sub>2</sub>e of emissions from fuel consumption and process emissions</li> </ul>
<p>305-2 Energy indirect (Scope 2) GHG emissions</p>	<p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>• <b>1,322,878</b> tCO<sub>2</sub>e of emissions from electricity consumption (location-based)</li> <li>• <b>974,319</b> tCO<sub>2</sub>e of emissions from electricity consumption (market-based)</li> </ul>
<p>306-3 Waste generated</p> <p>*The scope of the review was limited to Peñoles operations only, excluding Fresnillo PLC.</p>	<p>Peñoles:</p> <ul style="list-style-type: none"> <li>• <b>23,129</b> tonnes of hazardous waste</li> <li>• <b>296,970</b> tonnes of special handling waste</li> <li>• <b>320,099</b> tonnes total</li> </ul>



GRI Indicators	Metrics
<p>401-1 New employee hires and employee turnover</p> <p>*Only operations in Mexico, Chile and Peru are considered, without considering Bal Holdings Inc. nor Quirey du Brasil.</p>	<p>Hiring of Industrias Peñoles (Non-Unionized)</p> <ul style="list-style-type: none"> <li>• <b>389</b> employees hired under 30 years old</li> <li>• Hiring rate for employees under 30 years old of <b>38.51%</b></li> <li>• <b>198</b> employees hired between 30 and 50 years old</li> <li>• Hiring rate for employees between 30 and 50 years old of <b>6.34%</b></li> <li>• <b>4</b> employees hired over 50 years old</li> <li>• Hiring rate for employees over 50 years old of <b>0.62%</b></li> <li>• <b>143</b> women hired</li> <li>• Hiring rate for women of <b>14.18%</b></li> <li>• <b>448</b> men hired</li> <li>• Hiring rate for men of <b>11.91%</b></li> <li>• <b>591</b> total employees hired</li> <li>• Total hiring rate of <b>12.39%</b></li> </ul> <p>Hiring of Industrias Peñoles (Unionized)</p> <ul style="list-style-type: none"> <li>• <b>931</b> employees hired under 30 years old</li> <li>• Hiring rate for employees under 30 years old of <b>26.98%</b></li> <li>• <b>327</b> employees hired between 30 and 50 years old</li> <li>• Hiring rate for employees between 30 and 50 years old of <b>5.37%</b></li> <li>• <b>14</b> employees hired over 50 years old</li> <li>• Hiring rate for employees over 50 years old of <b>1.07%</b></li> <li>• <b>144</b> women hired</li> <li>• Hiring rate for women of <b>12.64%</b></li> <li>• <b>1,128</b> men hired</li> <li>• Hiring rate for men of <b>11.63%</b></li> <li>• <b>1,272</b> total employees hired</li> <li>• Total hiring rate of <b>11.74%</b></li> </ul> <p>Hiring of Industrias Peñoles (Total)</p> <ul style="list-style-type: none"> <li>• <b>1,320</b> employees hired under 30 years old</li> <li>• Hiring rate for employees under 30 years old of <b>29.59%</b></li> <li>• <b>525</b> employees hired between 30 and 50 years old</li> <li>• Hiring rate for employees between 30 and 50 years old of <b>5.70%</b></li> <li>• <b>18</b> employees hired over 50 years old</li> <li>• Hiring rate for employees over 50 years old of <b>0.92%</b></li> <li>• <b>287</b> women hired</li> <li>• Hiring rate for women of <b>13.36%</b></li> <li>• <b>1,576</b> men hired</li> <li>• Hiring rate for men of <b>11.71%</b></li> <li>• <b>1,863</b> total employees hired</li> <li>• Total hiring rate of <b>11.94%</b></li> </ul> <p>Turnover of Industrias Peñoles (Non-Unionized):</p> <ul style="list-style-type: none"> <li>• <b>169</b> employee turnovers under 30 years old</li> <li>• Turnover rate for employees under 30 years old of <b>16.73%</b></li> <li>• <b>298</b> employee turnovers between 30 and 50 years old</li> <li>• Turnover rate for employees between 30 and 50 years old of <b>9.54%</b></li> <li>• <b>15</b> employee turnovers over 50 years old</li> <li>• Turnover rate for employees over 50 years old of <b>2.35%</b></li> <li>• <b>107</b> women turnovers</li> <li>• Turnover rate for women of <b>10.61%</b></li> <li>• <b>375</b> men turnovers</li> <li>• Turnover rate for men of <b>9.97%</b></li> <li>• <b>482</b> total turnovers</li> <li>• Total turnover rate of <b>10.10%</b></li> </ul>



GRI Indicators	Metrics
	<p>Turnover of Industrias Peñoles (Unionized):</p> <ul style="list-style-type: none"> <li>• <b>649</b> employee turnovers under 30 years old</li> <li>• Turnover rate for employees under 30 years old of <b>18.81%</b></li> <li>• <b>613</b> employee turnovers between 30 and 50 years old</li> <li>• Turnover rate for employees between 30 and 50 years old of <b>10.08%</b></li> <li>• <b>166</b> employee turnovers over 50 years old</li> <li>• Turnover rate for employees over 50 years old of <b>12.72%</b></li> <li>• <b>159</b> women turnovers</li> <li>• Turnover rate for women of <b>13.95%</b></li> <li>• <b>1,269</b> men turnovers</li> <li>• Turnover rate for men of <b>13.08%</b></li> <li>• <b>1,428</b> total turnovers</li> <li>• Total turnover rate of <b>13.18%</b></li> </ul> <p>Turnover of Industrias Peñoles (Total):</p> <ul style="list-style-type: none"> <li>• <b>818</b> employee turnovers under 30 years old</li> <li>• Turnover rate for employees under 30 years old of <b>18.34%</b></li> <li>• <b>911</b> employee turnovers between 30 and 50 years old</li> <li>• Turnover rate for employees between 30 and 50 years old of <b>9.90%</b></li> <li>• <b>181</b> employee turnovers over 50 years old</li> <li>• Turnover rate for employees over 50 years old of <b>9.32%</b></li> <li>• <b>266</b> women turnovers</li> <li>• Turnover rate for women of <b>12.38%</b></li> <li>• <b>1,644</b> men turnover</li> <li>• Turnover rate for men of <b>12.21%</b></li> <li>• <b>1,910</b> total turnovers</li> <li>• Total turnover rate of <b>12.24%</b></li> </ul>
<p>403-9 Work – related injuries</p> <p>*A base of 1,000,000 hours worked was used for the calculation of the rates.  ** The total hours worked (employees and contractors) used for the calculation of rates includes estimates made by the administration of Industrias Peñoles.</p>	<p>Peñoles**:</p> <ul style="list-style-type: none"> <li>• <b>0</b> fatalities as a result of work-related injury for employees</li> <li>• Rate of fatalities as a result of work-related injuries for employees of <b>0.00*</b></li> <li>• <b>137</b> high-consequence work-related injuries (excluding fatalities) for employees</li> <li>• Rate of high-consequence work-related injuries (excluding fatalities) for employees of <b>6.90*</b></li> <li>• <b>345</b> recordable work-related injuries for employees</li> <li>• Rate of recordable work-related injuries for employees of <b>17.38*</b></li> <li>• <b>19,850,477.36</b> hours worked by employees</li> <li>• <b>0</b> fatalities as a result of work-related injury for contractors</li> <li>• Rate of fatalities as a result of work-related injuries for contractors of <b>0.00*</b></li> <li>• <b>124</b> high-consequence work-related (excluding fatalities) for contractors</li> <li>• Rate of high-consequence work-related injuries (excluding fatalities) for contractors of <b>7.61*</b></li> <li>• <b>217</b> recordable work-related injuries for contractors</li> <li>• Rate of recordable work-related injuries for contractors of <b>13.32*</b></li> <li>• <b>16,297,001.45</b> hours worked by contractors</li> </ul>



GRI Indicators	Metrics
	<p>Fresnillo**:</p> <ul style="list-style-type: none"> <li>• <b>1</b> fatality as a result of work-related injury for employees</li> <li>• Rate of fatalities as a result of work-related injuries for employees of <b>0.06*</b></li> <li>• <b>88</b> high-consequence work-related injuries (excluding fatalities) for employees</li> <li>• Rate of high-consequence work-related injuries (excluding fatalities) for employees of <b>5.13*</b></li> <li>• <b>125</b> recordable work-related injuries for employee</li> <li>• Rate of recordable work-related injuries for employees of <b>7.28*</b></li> <li>• <b>17,162,000.00</b> hours worked by employees</li> <li>• <b>1</b> fatality as a result of work-related injury for contractors</li> <li>• Rate of fatalities as a result of work-related injuries for contractors of <b>0.04*</b></li> <li>• <b>89</b> high-consequence work-related injuries (excluding fatalities) for contractors</li> <li>• Rate of high-consequence work-related injuries (excluding fatalities) for contractors of <b>3.42*</b></li> <li>• <b>145</b> recordable work-related injuries for contractors</li> <li>• Rate of recordable work-related injuries for contractors of <b>5.58*</b></li> <li>• <b>25,996,200</b> hours worked by contractors</li> </ul> <p>Industrias Peñoles**:</p> <ul style="list-style-type: none"> <li>• <b>1</b> fatality as a result of work-related injury for employees</li> <li>• Rate of fatalities as a result of work-related injuries for employees of <b>0.03*</b></li> <li>• <b>225</b> high-consequence work-related injuries (excluding fatalities) for employees</li> <li>• Rate of high-consequence work-related injuries (excluding fatalities) for employees of <b>6.08*</b></li> <li>• <b>470</b> recordable work-related injuries for employees</li> <li>• Rate of recordable work-related injuries for employees of <b>12.70*</b></li> <li>• <b>37,012,477.36</b> hours worked by employees</li> <li>• <b>1</b> fatality as a result of work-related injury for contractors</li> <li>• Rate of fatalities as a result of work-related injuries for contractors of <b>0.02*</b></li> <li>• <b>213</b> high-consequence work-related injuries (excluding fatalities) for contractors</li> <li>• Rate of high-consequence work-related injuries (excluding fatalities) for contractors of <b>5.04*</b></li> <li>• <b>362</b> recordable work-related injuries for contractors</li> <li>• Rate of recordable work-related injuries for contractors of <b>8.56*</b></li> <li>• <b>42,293,201.46</b> hours worked by contractors</li> <li>• <b>2</b> total fatalities as a result of work-related injury</li> <li>• Total rate of fatalities as a result of work-related of <b>0.03*</b></li> <li>• <b>438</b> high-consequence work-related total injuries (excluding fatalities)</li> <li>• Total rate of high-consequence work-related injuries (excluding fatalities) of <b>5.52*</b></li> <li>• <b>832</b> recordable work-related total injuries</li> <li>• Total rate of recordable work-related injuries of <b>10.49*</b></li> <li>• <b>79,305,678.82</b> total hours worked</li> </ul>



GRI Indicators	Metrics
<p>403-10 Work-related ill health</p> <p>*Only unionized employees and non-union employees are included.</p>	<p>Peñoles:</p> <ul style="list-style-type: none"> <li>• <b>0</b> fatalities as a result of work-related ill health</li> <li>• <b>76</b> cases of recordable work-related ill health</li> </ul> <p>Fresnillo:</p> <ul style="list-style-type: none"> <li>• <b>0</b> fatalities as a result of work-related ill health</li> <li>• <b>57</b> cases of recordable work-related ill health</li> </ul> <p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>• <b>0</b> fatalities as a result of work-related ill health</li> <li>• <b>133</b> cases of recordable work-related ill health</li> </ul>
<p>405-1 Diversity of governance bodies and employees</p> <p>*Only operations in Mexico, Chile and Peru are considered, without considering Bal Holdings Inc. nor Quirey du Brasil.</p> <p>*Only non-union employees are considered.</p> <p>*Only the categories of leadership, professional and non-professional are considered.</p> <p>*Directors and managers are excluded.</p>	<p>Peñoles:</p> <ul style="list-style-type: none"> <li>• Senior professional women positions (number and percentage): <b>222 – 25%</b></li> <li>• Senior professional men positions (number and percentage): <b>672 – 75%</b></li> <li>• Women in professional positions (number and percentage): <b>240 – 20%</b></li> <li>• Men in professional positions (number and percentage): <b>990 – 80%</b></li> <li>• Women in non-professional positions (number and percentage): <b>127 – 21%</b></li> <li>• Men in non-professional positions (number and percentage): <b>468 – 79%</b></li> <li>• Employees in senior professional positions under 30 years old (number and percentage): <b>63 – 7%</b></li> <li>• Employees in professional positions under 30 years old (number and percentage): <b>353 – 29%</b></li> <li>• Employees in non-professional positions under 30 years old (number and percentage): <b>176 – 30%</b></li> <li>• Employees in senior professional positions between 30 and 50 years old (number and percentage): <b>696 – 78%</b></li> <li>• Employees in professional positions between 30 and 50 years old (number and percentage): <b>757 – 62%</b></li> <li>• Employees in non-professional positions between 30 and 50 years old (number and percentage): <b>347 – 58%</b></li> <li>• Employees in senior professional positions over 50 years old (number and percentage): <b>135 – 15%</b></li> <li>• Employees in professional positions over 50 years old (number and percentage): <b>120 – 10%</b></li> <li>• Employees in non-professional positions over 50 years old (number and percentage): <b>72 – 12%</b></li> </ul> <p>Fresnillo:</p> <ul style="list-style-type: none"> <li>• Senior professional women positions (number and percentage): <b>58 – 14%</b></li> <li>• Senior professional men positions (number and percentage): <b>346 – 86%</b></li> <li>• Women in professional positions (number and percentage): <b>233 – 24%</b></li> <li>• Men in professional positions (number and percentage): <b>721 – 76%</b></li> <li>• Women in non-professional positions (number and percentage): <b>41 – 50%</b></li> </ul>



GRI Indicators	Metrics
	<ul style="list-style-type: none"> <li>• Men in non-professional positions (number and percentage): <b>41-50%</b></li> <li>• Employees in senior professional positions under 30 years old (number and percentage): <b>18 – 4%</b></li> <li>• Employees in professional positions under 30 years old (number and percentage): <b>360 – 38%</b></li> <li>• Employees in non-professional positions under 30 years old (number and percentage): <b>22 – 27%</b></li> <li>• Employees in senior professional positions between 30 and 50 years old (number and percentage): <b>349 – 86%</b></li> <li>• Employees in professional positions between 30 and 50 years old (number and percentage): <b>572 – 60%</b></li> <li>• Employees in non-professional positions between 30 and 50 years old (number and percentage): <b>48 – 59%</b></li> <li>• Employees in senior professional positions over 50 years old (number and percentage): <b>37 – 9%</b></li> <li>• Employees in professional positions over 50 years old (number and percentage): <b>22 – 2%</b></li> <li>• Employees in non-professional positions over 50 years old (number and percentage): <b>12 – 15%</b></li> </ul> <p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>• Senior professional women positions (number and percentage): <b>280 – 22%</b></li> <li>• Senior professional men positions (number and percentage): <b>1,018 – 78%</b></li> <li>• Women in professional positions (number and percentage): <b>473 – 22%</b></li> <li>• Men in professional positions (number and percentage): <b>1,711 – 78%</b></li> <li>• Women in non-professional positions (number and percentage): <b>168 – 25%</b></li> <li>• Men in non-professional positions (number and percentage): <b>509 – 75%</b></li> <li>• Employees in senior professional positions under 30 years old (number and percentage): <b>81 – 6%</b></li> <li>• Employees in professional positions under 30 years old (number and percentage): <b>713 – 33%</b></li> <li>• Employees in non-professional positions under 30 years old (number and percentage): <b>198 – 29%</b></li> <li>• Employees in senior professional positions between 30 and 50 years old (number and percentage): <b>1,045 – 81%</b></li> <li>• Employees in professional positions between 30 and 50 years old (number and percentage): <b>1,329 – 61%</b></li> <li>• Employees in non-professional positions between 30 and 50 years old (number and percentage): <b>395 – 58%</b></li> <li>• Employees in senior professional positions over 50 years old (number and percentage): <b>172 – 13%</b></li> <li>• Employees in professional positions over 50 years old (number and percentage): <b>142 – 7%</b></li> <li>• Employees in non-professional positions over 50 years old (number and percentage): <b>84 – 12%</b></li> </ul>



GRI Indicators	Metrics
<p>405-2 Ratio of basic salary and remuneration of women to men</p> <p>*Only operations in Mexico, Chile and Peru are considered, without considering Bal Holdings Inc. nor Quirey du Brasil. *Only non-union employees are considered. *Only the categories of leadership, professional and non-professional are considered. Directors and managers are excluded. *Only basic salary is considered.</p>	<p>Peñoles:</p> <ul style="list-style-type: none"> <li>Ratio of the basic salary of women to men in senior professional positions of <b>0.96</b></li> <li>Ratio of the base salary of women to men in professional positions of <b>0.99</b></li> <li>Ratio of the base salary of women to men in non-professional positions of <b>1.07</b></li> </ul> <p>Fresnillo:</p> <ul style="list-style-type: none"> <li>Ratio of the base salary of women to men in senior professional positions of <b>0.95</b></li> <li>Ratio of the base salary of women to men in professional positions of <b>0.97</b></li> <li>Ratio of the base salary of women to men in non-professional positions of <b>0.97</b></li> </ul> <p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>Ratio of the base salary of women to men in senior professional positions of <b>0.96</b></li> <li>Ratio of the base salary of women to men in professional positions of <b>0.98</b></li> <li>Ratio of the base salary of women to men in non-professional positions of <b>1.06</b></li> </ul>
<p>406-1 Incidents of discrimination and corrective actions taken</p>	<p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>Total number of incidents of discrimination: <b>8</b></li> <li>Cases in which remediation plans have been implemented: <b>3</b></li> <li>Implemented remediation plans whose results have been evaluated through routine internal management review processes: <b>3</b></li> <li>Incidents no longer subject to action: <b>4</b></li> </ul>
<p>413-1 Operations with local community engagement, impact assessments, and development programs</p> <p>*Percentage is calculated considering relevant social performance management operations and advanced social management-related projects.</p>	<p>Industrias Peñoles (Operations):</p> <ul style="list-style-type: none"> <li><b>100%</b> of operations with social impact assessments, including gender impact assessments, based on participatory processes</li> <li><b>100%</b> of operations with environmental impact assessments and ongoing monitoring</li> <li><b>100%</b> of operations with local community development programs based on local communities' needs</li> <li><b>100%</b> of operations with stakeholder engagement plans based on stakeholder mapping</li> <li><b>100%</b> of operations with broad based local community consultation committees and processes that include vulnerable groups</li> <li><b>100%</b> of operations with work councils, occupational health and safety committees and other worker representation bodies</li> <li><b>100%</b> of operations with formal local community grievance processes</li> </ul> <p>Industrias Peñoles (Projects):</p> <ul style="list-style-type: none"> <li><b>100%</b> of projects with local community development programs based on local communities' needs</li> <li><b>100%</b> of projects with social impact assessments, including gender impact assessments, based on participatory processes</li> <li><b>100%</b> of projects with stakeholder engagement plans based on stakeholder mapping</li> <li><b>100%</b> of projects with broad based local community consultation committees and processes that include vulnerable groups</li> <li><b>100%</b> of projects with formal local community grievance processes</li> </ul>



GRI Indicators	Metrics
G4-MM3 Total amounts of overburden, rock, tailings, and sludges, and their associated risks	Industrias Peñoles: <ul style="list-style-type: none"> <li>• <b>95,840,728.73</b> tonnes of mining waste</li> <li>• <b>75,961,908.19</b> tonnes of rocks</li> <li>• <b>19,000,845.62</b> tonnes of tailings</li> <li>• <b>877,974.92</b> tonnes of jarosite and other mining waste</li> </ul>

SASB Indicators	Metrics
EM-MM-000.A Production of (1) metal ores and (2) finished metal products	Industrias Peñoles: <ul style="list-style-type: none"> <li>• <b>357,957.37</b> tonnes produced of metal ores</li> <li>• <b>437,427.41</b> tonnes of finished metal products</li> </ul>
EM-MM-000.B Total number of employees, percentage of contractors  *The scope of the review was limited to employees of Peñoles and employees and contractors of Fresnillo PLC.	Peñoles: <ul style="list-style-type: none"> <li>• <b>8,424</b> employees</li> </ul> Fresnillo: <ul style="list-style-type: none"> <li>• <b>7,178</b> employees <b>and 11,096</b> total contractors</li> <li>• <b>18,274</b> total employees</li> <li>• <b>60.72%</b> of contractors</li> </ul>
EM-MM-110a.1 Gross global Scope 1 emissions, percentage covered under emission-limitation regulations  *The scope of the review included the entirety of Industrias Peñoles.	<b>1,177,895</b> tCO2e of emissions from fuel consumption and process emissions
EM-MM-130a.1 (1) Total energy consumed, (2) percentage grid electricity (3) percentage renewable  *The scope of the review included the entirety of Industrias Peñoles.	Total energy consumption of <b>25,764,492</b> GJ <ul style="list-style-type: none"> <li>• <b>5.7%</b> sourced from the electricity grid</li> <li>• <b>20.8%</b> sourced from renewable sources</li> </ul>
EM-MM-140a.1 (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress  *Industrias Peñoles considers the categories of "extremely high" and "arid with low water use" water stress zones established by the World Resources Institute's Aqueduct tool.	Industrias Peñoles: <ul style="list-style-type: none"> <li>• <b>46,023.54</b> thousand cubic meters of water withdrawn from all sources</li> <li>• <b>25,752.42</b> thousand cubic meters of water consumed in its operations</li> <li>• <b>96.05%</b> of the total water withdrawn comes from water stress areas</li> <li>• <b>92.94%</b> of the total water consumed comes from water stress areas</li> </ul>
EM-MM-140a.2 Number of incidents of non-compliance associated with water quality permits, standards and regulations	Industrias Peñoles: <ul style="list-style-type: none"> <li>• <b>0</b> incidents of non-compliance related to permits, standards, and water quality regulations</li> </ul>
EM-MM-150a.4 Total weight of non-mineral waste generated  *The scope of the review was limited to Peñoles operations only, excluding Fresnillo PLC.	Peñoles: <ul style="list-style-type: none"> <li>• <b>320,099</b> tonnes of non-mineral waste generated</li> </ul>



SASB Indicators	Metrics
EM-MM-150a.5 Total weight of tailings produced.	Industrias Peñoles: <ul style="list-style-type: none"> <li>• <b>19,000,845.62</b> tonnes of tailings produced</li> </ul>
EM-MM-150a.6 Total weight of waste rock generated.	Industrias Peñoles: <ul style="list-style-type: none"> <li>• <b>75,961,908.19</b> tonnes of waste rock generated</li> </ul>
EM-MM-150a.7 Total weight of hazardous waste generated  *The scope of the review was limited to Peñoles operations only, excluding Fresnillo PLC.	Peñoles: <ul style="list-style-type: none"> <li>• <b>23,129</b> tonnes of hazardous waste generated</li> </ul>
EM-MM-150a.8 Total weight of hazardous waste recycled  *The scope of the review was limited to Peñoles operations only, excluding Fresnillo PLC.	Peñoles: <ul style="list-style-type: none"> <li>• <b>673</b> tonnes of hazardous waste recycled</li> </ul>
EM-MM-150a.9 Number of significant incidents associated with hazardous materials and waste management  *The scope of the review included the entirety of Industrias Peñoles.	Industrias Peñoles: <ul style="list-style-type: none"> <li>• Significant (emissions) incidents associated with the management of hazardous materials and waste: <b>0</b></li> <li>• Significant incidents (spills) associated with the management of hazardous materials and waste: <b>0</b></li> </ul>
EM-MM-150a.10 Description of waste and hazardous materials management policies and procedures for active and inactive Operations  *The scope of the review included the entirety of Industrias Peñoles.	Qualitative review of the description of policies and procedures for the management of waste and hazardous materials for active and inactive operations
EM-MM-160a.1 Description of environmental management policies and practices for active sites  *The scope of the review included the entirety of Industrias Peñoles.	Qualitative review of the description of the policies and the environmental management system of active facilities
EM-MM-160a.2 Percentage of mine sites where acid rock drainage is: (1) predicted to occur, (2) actively mitigated, and (3) under treatment or remediation	Industrias Peñoles: <ul style="list-style-type: none"> <li>• <b>22%</b> of mining sites where acid drainage occurs (by annual production weight based on processed ore)</li> <li>• <b>100%</b> of acid drainage is actively mitigated</li> <li>• <b>0%</b> of sites are under treatment or remediation</li> </ul>
EM-MM-210a.3 Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operations in areas of conflict  *The scope of the review included the entirety of Industrias Peñoles.	Qualitative review of engagement processes and due diligence practices in human rights, indigenous rights, and conflict zone operations.



SASB Indicators	Metrics
<p>EM-MM-210b.1 Discussion of process to manage risks and opportunities associated with community rights and interests</p> <p>*The scope of the review included the entirety of Industrias Peñoles.</p>	<p>Qualitative review of the process for managing risks and opportunities associated with community rights and interests.</p>
<p>EM-MM-210b.2 (1) Number and (2) duration of non-technical delays</p>	<p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>• <b>0</b> site shutdowns or project delays because of non-technical factors</li> </ul>
<p>EM-MM-310a.1 Percentage of active labor force covered by collective bargaining agreements, broken down by U.S. and foreign Employees</p> <p>*Only operations in Mexico, Chile and Peru are considered, without considering Bal Holdings Inc. ni Quirey du Brasil.</p>	<p>Peñoles:</p> <ul style="list-style-type: none"> <li>• Unionized personnel of <b>62.97%</b> (<b>5,305</b> unionized employees / <b>8,424</b> total unionized and non-unionized employees)</li> </ul> <p>Fresnillo:</p> <ul style="list-style-type: none"> <li>• Unionized personnel of 77.02% (<b>5,529</b> unionized employees / <b>7,178</b> total unionized and non-unionized employees)</li> </ul> <p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>• Unionized personnel of 69.43% (<b>10,834</b> unionized employees / <b>15,602</b> total unionized and non-unionized employees)</li> </ul>
<p>EM-MM-310a.2 (1) Number and (2) duration of strikes and lockouts</p> <p>*The strike lasted 123 days in 2024 and 180 days in 2025.</p>	<p>Industrias Peñoles:</p> <ul style="list-style-type: none"> <li>• Strikes during the assurance period: <b>1</b></li> <li>• Strike Duration: <b>303*</b></li> </ul>
<p>EM-MM-510a.1 Description of the management system for prevention of corruption and bribery throughout the value chain</p> <p>*The scope of the review included the entirety of Industrias Peñoles.</p>	<p>Qualitative review of the management system for the prevention of corruption and bribery throughout the value chain</p>
<p>EM-MM-510a.2 Production in the countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index</p> <p>*The scope of the review included the entirety of Industrias Peñoles.</p>	<p>Metals produced or mined in the countries with the 20 worst rankings in Transparency International's Corruption Perception Index: <b>0 kg</b></p>
<p>EM-MM-540a.2 Summary of tailings management systems and governance structure used to monitor and maintain the stability of tailings storage facilities</p> <p>*The scope of the review included the entirety of Industrias Peñoles.</p>	<p>Qualitative review of the Entity's tailings management systems and governance structure used to oversee and maintain the stability of tailings storage facilities, specifically:</p> <ul style="list-style-type: none"> <li>• Summary of tailings management systems used to monitor and maintain the structural integrity of tailings facilities and minimize the risk of catastrophic failure</li> <li>• Inclusion of concepts described in Principles 7-11 of the GISTM (Global Industry Standard on Tailings Management).</li> </ul>
<p>EM-MM-540a.3 Approach to development of Emergency Preparedness and Response Plans (EPRPs) for tailings storage facilities</p> <p>*The scope of the review included the entirety of Industrias Peñoles.</p>	<p>Qualitative review of the Entity's approach to the development of EPRPs and its preparation of local stakeholders.</p>

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